Industrially developing country like India has embraced tremendous measures as a pro reaction to the universal call for social justice, which in turn resulted in the development of social security. The word ‘welfare’ itself signifies numerous thoughts, implications and suggestions, for example, the condition of prosperity, wellbeing, bliss, success and the improvement of HR. In order to increase the production and for gaining more profit the joint effort of employees is essential, hence they play a significant role in the country’s industrial production. The human resource managers are managing the people at work. Earlier to the introduction of the concept of Human Resource Management, it was felt that the relation between industrialist and employer is much related to the payment of workers' salary or wages. However the concept of Human Resource Management and the findings of the psychological researcher has proved that the employer and employee relations not merely a mechanical work extraction and salary or wage payment process, but it also envisages a health and congenial work environment with more human touch of social security and welfare facilities has a significant parameters is to give the worker’s salary or wages but later the psychological researches and all convinced them that the employees need something more significant.

The humanitarian treatment towards workers along with monetary benefits plays a significant role for getting their cooperation in workplace. It has been well established that social security and labour welfare activities a part from benefiting the workers, contributes to the interested efficiency of industrial production. It has equally been proved that will ultimately leads to the increased efficiency of workers\(^1\) and improve their health conditions. In addition to wages there are various services

---

provided by the employer to employee which is interchangeably denoted by terms like labour welfare, employee welfare and workers welfare.

Employee welfare is a dynamic concept and hence their has been new additions to the welfare programmes keeping in view the social changes, hence we cannot consider employee welfare as a static concept. In present scenario employee welfare means the facilities and services provided by the employer to employee other than wages and salaries. There is a positive correlation between the welfare facilities and productivity of labour force which create a healthy organisation.

The term social welfare signifies the welfare of man, his family just as his locale. All these three angles are interrelated as in all work together/separately supplement with one another filling in as finishes and means. Today welfare is considered as a social right and is generally accepted by employers. The state’s intervention is visible only in "enlarging the region of its relevance". According to the Commission on Labour in terms of mechanical specialist, the concept of welfare is essentially flexible, varying in degree and diversity from one nation to another\(^2\), depending upon the specific social traditions, the level of industrialization etc. The facilities and services like canteens, rest and recreational, sanitary and medical, transportation facilities as well as social security measures are considered as labour welfare by the Committee on Labour Welfare which helps to improve the working conditions. The ILO report has a characterised welfare has involving administrations, officers and the enhancement etc., to empower the people to perform their work in solid and friendly environment, provided with comforts leading to wellbeing.

The concept labour welfare is flexible and hence its elements depends upon the industry, place, time and country. The factors which contribute to such variations include state of education, social customs, socio-economic development of people etc., are the factors contributing for these variations.

**Criticalness of Labour Welfare**

The essential target of work welfare is to give better and acceptable life\(^3\) to specialists. This work welfare isn't just the enthusiasm of workers yet in addition managers and society on the loose. The benefits of Labour welfare are as per the following.

i) **Benefits to the Workers**

There is no need for over emphasising the benefits of welfare. Firstly, the measures like good housing, canteen facilities and medical facilities compel the workers to think again and again before doing any action which will create any difficulty to the undertakers where they are employed. Secondly the welfare measures such as medical facilities and educational facilities which are free and subsidised food from canteens will indirectly increase their income. At the same time when they are planning for any strike and all they will be alienated from all this facilities. Finally welfare measures enhance the psychological health of workers by preventing them from the evils of industrialisation.

ii) **Benefits to Employers**

Workers are not only the beneficiaries of the welfare activities but employers are also there. For example, the provision of welfare which aids in improving the

---

\(^3\) Tripathi, P.C. "Personnel Management & Industrial Relations, Sultan Chand & Sons, Educational publishers, New Delhi, 1998, pp.325-328.
psychological and physical health will increase the employee productivity as well as it ameliorates fame and good will of the enterprise.

This will enhance industrial peace as well as good industrial relations. Because of all this the employees actively do their job with greater involvement and commitment. In this way businesses will be verified by high productivity, sincere modern relations, low non-attendance, and low turnover and in particular they don't have the danger of government intercession.

iii) Benefits to the Society

The work or Employee welfare isn't only the energy of manager yet moreover the overall population in light of the way that the prosperity, profitability and delight of each individual addresses the general flourishing of all. A labour who have good food, good house and well-looked are not only an asset for employer but also raise the standard of industry, the Labour Welfare measures aims to avoid the payment of tax on surplus and simultaneously making good rapport with employees. The desire to advertise and posture their concern over labour are also factors which they play from their part in persuading employers to go in for labour welfare schemes.

iv) Concept of Labour Welfare: The theories

Several theories have been propounded to explain the concept and evolution of labour welfare following are some of the prominent theories of labour welfare to employee because the employers are exploited and treated in unjust manner by employers. But gradually everything has changed and progressive managements themselves began to provide welfare facilities with enthusiasm. These welfare

---

activities are no longer restricted to employees but also to social welfare. Various employee welfare theories are briefly mentioned below.

- The Police Theory of Labour Welfare
- The Religious Theory of Labour Welfare. This has two aspects: (a) atonement (b) investment aspects.
- The Philanthropic Theory
- The Trusteeship Theory
- The Placating Theory
- The Public Relations Theory, and

(A) The Police Theory

According to this theory the greediness and selfishness of human beings always make them to act to achieve his own ends even at the welfare cost of others. And finally when he became in an advantageous position tends him to exploit those who are under him. Thus according to this theory the managers and owners in industry may get opportunities for this. So it is the commitment of welfare state to turn away such kind of maltreatment and to terrify. This theory aims at wiping off the practices on the part of industrialist to offer sub standard welfare measures and uphold the goals of the welfare state. In this regard legislative measures aims at regulating payment of low wages working conditions and so on that the theory also proposes to effective enforcement of these welfare measures and punishing the earnings employers who violate the welfare laws⁵.

This theory has given emphasis to fear of welfare than the spirit of welfare. Some big employers may not undertake welfare programmes even though they can easily do that. While there is another section who will find loopholes in the law and tries to convince the industrial inspectors that they are following the rules. These are extremely a significant load to the organization to audit whether the laws are fittingly completed similarly as they need to ensure least welfare programs are executed in all of the ventures. The working conditions in a lot of spots in India are in no way positive and most of the authorities are untalented, certain proportion of terrorizing is critical to guarantee the interests of workers.

(B) The Religious Theory of Labour Welfare

The religious sentiments and beliefs of man acts in many situations even now. So this religious feeling sometimes pressurises the employer to do welfare activities in the expectation of future benefit in this life or coming life. This theory considers any good work as “investment” where both supporter and receiver get remuneration. In India most of the trusts and charitable institutions function on this basis.

Another part of the religious hypothesis is the reparation since a few people do welfare fill in as redressed for their wrong doings. Thus this benevolent act can be considered whether as an investment or an atonement where the primary aim of human beings is their own welfare and others welfare are only secondary. This hypothesis can't be judicious on the grounds that philanthropy isn't useful for the recipient in long run and these administrations are wilful which may cost more than what is required by law.
(C) The Philanthropic Theory

Man’s love for mankind is the basis of this theory. It is derived from Greek, *philo* which means love of and *anthropic* meaning man. So humanitarian methods adoring humankind. Man has a b instinctive urge to remove the suffering and promote the wellbeing of others. This is such powerful thing in which he may tend to perform sacrifices. Due to the compassion of workers to their co-workers may lead them to take welfare measures for others sake. Actually, the work welfare development started in the early long stretches of the Industrial Revolution with the help of such givers like Robert Owen where in India it is begun by Gandhi. This hypothesis subsequently, depends to a great extent on man's affection for other people and along these lines, can't be considered as widespread. The very purpose of welfare may be altered by irregular and occasional philanthropic act. At the equivalent, the usage of such charitable suppositions with respect to managers and others has functioned admirably until further notice, at any rate.

(D) Trusteeship Theory

This theory is based on the hypothesis of paternalistic notion of work welfare. This means that the industrialist holds the profit and benefits as the workers of society. Trusteeship theory is used by the business to support representative just as for society. For this situation the labourers are unmindful in light of the fact that because of absence of training they are not ready to take care of their advantage. So it is the ethical obligation of businesses to take care of their specialists. This is anything but a legitimately grouped one here the thought is that the businesses ought to spend bit of their assets for the prosperity of their labourers. It is unequivocally supported by

---

Gandhi. The welfare relies upon the activity of best administration. Since it has no legitimate assent, its esteem identified with the ethical heart of the industrialists. This hypothesis treats "labourers as interminable minors and industrialists as endless gatekeepers". This hypothesis disregarded the confident development of the worker's guild development, however it might make a premise of altruism among work and the board.

**(E) The Placating Theory**

This theory states that the work welfare is a means to appease or satisfy the genuine needs of the workers and they act as soothers or stimulants for the workers to willing performance. As indicated by this hypothesis, auspicious and periodical demonstrations of work welfare can assuage the specialists and they are some sort of soothers by method for neighbourly motions. Genuineness might need in these projects. Though this theory focuses on to secure the workers cooperation it is not psychologically sound.

**(F) Public Relations Theory**

This hypothesis gives the premise to an altruism situation among work and the board and furthermore among the executives and people in general. Work welfare programs, under this hypothesis fill in as a sort of a commercial and help an industrialist to develop great and sound compatibility with open. The connection among work and the executives can be improved by the work welfare development is the suspicion of this hypothesis. The presentation of a work welfare program may assist an industrialist with projecting a decent acclaim of his organization before people in general. His deals just as benefits may improve because of double advantage to the organization. Be that as it may, this sort of program may likewise need in
genuineness and progression. When it loses its commercial esteem, it might be disregarded by the businesses despite the fact that it is helpful to representatives. Despite the fact that these projects improve modern relations they progressively will in general focus on attention.

(G) The Functional Theory

This theory is also called effective theory. The welfare work, according to this theory is utilised to be related to proficiency and profitability of work. It is very basic that when a business is dealing with his specialist, he will in general turn out to be progressively proficient a generation additionally increment. Yet, this will happen just when there is a solid joint effort among association and the board and their shared worry for the development and advancement of the association. Higher generation is of incredible advantage for both administration and work in which the last may get great compensation just as offer of benefit. This is the utilitarian part of welfare which thinks about effectiveness as its item to expand efficiency. This theory is akin to the labour welfare philosophy. The theory is based on the premise that goal of labour welfare could be well achieved through the mutual understanding and cooperation between the industrialists and labour to fulfill the aims of higher production and make the workers the willing parties. Properly when there is mutual understanding of both the parties regarding their aim that’s higher production through better welfare and this will encourage labour’s participation in welfare programmes.

In India, it is stated, the mechanical framework firmly identified with this paternalistic methodology. A few administrations, be that as it may, endeavours to accomplish results through police control. The hypothesis of work welfare on which the theory is based, shows that it is the conflicting interests and their reconciliation
that makes the management or the administration to provide incentives to gain the intentional support of the labours.

**Principles of Labour Welfare**

In order to achieve a successful implementation of welfare programmes certain basic principles should be followed. They are: Principle of Adequacy of Wages: Labour welfare measures cannot be a substitute for wages but high rate of wages alone cannot create a good environment as well as nor bring a sense of responsibility among workers. Even though workers have a right to adequate wages, a combination of social welfare, emotional welfare and economic welfare together would achieve good results. Principle of Social Responsibility of Industry: According to this principle, it is the responsibility of an industry to look after the welfare of its employee. The constitution of India, in its Directive Principles of State Policy, also discussions about the labour welfare efficiency of the labour plays an important role in determining the degree of welfare services provided by the organizations. The efficiency of the workers depend upon the relationship between welfare and the efficiency, the employees implementation of welfare measures could be considered as a part of his social responsibility, which adds to his efficiency. This kind of welfare programmes includes housing facilities, education facilities, family planning programmes etc., which will enhance the efficiency of labour, particularly in developing world. Principle of Re-personalisation: The improvement of the human character is given here as the target of mechanical welfare which, according to this standard, should adjust the malevolent effects of the cutting-edge system. Along these lines, it is critical to execute work welfare organizations, both inside and outside the handling plant, that is, give intra-painting and extra divider painting work welfare organizations.
**Principle of Totality of Welfare:** This anxiety work welfare must spread all through the hierarchy of leadership of an affiliation. Specialists at all measurements must recognize this hard and fast thought of work welfare in light of the way that, without this affirmation, work welfare tasks will never genuinely get off the ground.

**Principle of Co-arrangement or Integration:** This expects a basic employment in the achievement of welfare organizations. Here again, welfare is an outright thought. From this edge, a co-ordinated system will propel a sound improvement of the worker in his work, home and system. This is key for agreeableness and movement in labour welfare organizations.

**Standard of Association or Democratic Values:** The co-movement of the worker is the reason of this standard. Gathering with and the assertion of masters in the arrangement and utilization of the work welfare organizations are incredibly fundamental for their flourishing. Moreover, workers allowed to look into organizing these ventures get unquestionably interested by their genuine execution. This rule relies upon the assumption that the worker is "a create and prudent individual."

Industrial dominant part controls framework is the fundamental driving force here. Pros also develop a sentiment of pride when they are made to feel that work welfare programs are made by them and for them.

**Principle of Responsibility:** This sees the way that the two organizations and experts are accountable for work welfare. Labourer's societies, also, are related with these ventures soundly, for essentially work welfare has a spot with the space of specialist's society development. Further, when commitment is shared by different social occasions, work welfare stirs winds up less troublesome and more straightforward. In
like way, unique boards are picked or chose and distinctive powers and commitments in the welfare field are named to them. For instance, the security leading body of trustees, the flagon warning gathering and the amusements board all work in their specific zones with express purposes. They work over confined periods; and when they are separated, new warning gatherings are picked or relegated.

**Principle of Accountability:** This may similarly be known as the Principle of Evaluation. Here, one responsible individual gives an examination or evaluation of existing welfare benefits on a periodical reason to a higher expert. This is especially crucial, for then one can condemn and explore the accomplishment of work welfare programs. Such deductively made appraisal is inadequate in labour welfare benefits in Indian organizations.

**Rule of Timeliness:** The propitiousness of any organization helps in its success. To recognize the work issue and to discover what kind of help is vital to light up it and when to give this help are overall especially central in organizing work welfare programs. Favourable action the right way is key in any kind of social work.

**Principle of Self-help:** Last anyway not the least in hugeness, is the manner in which that work welfare must go for helping workers to help themselves as time goes on. This makes them end up dynamically trustworthy and progressively capable.

**Need and Scope of Labour Welfare**

Labour welfare which is very essential due to the nature of the industrial system which may vary from place to place as well as the degree of development in particular country. The socio-economic conditions and problems created by the industrial society accelerated the need for labour welfare all over the world.
Necessity of Labour Welfare in India

It is easier for developing country like India who is still going through the process of economic development to react against destructive effects of industrial revolution which have badly affected people all over the world. The requirement for work welfare was unequivocally felt by the Committee of the Royal Commission on Labour in 1931, essentially as a result of an absence of duty by specialists towards their industrial facility just as the unforgiving treatment gotten by them from their managers. The constitution of India in its preamble says India as a democratic and socialist state. Particularly in the fundamental rights and Directive Principles of State Policy contain effective provisions relating to social security and humane working conditions for workers. Article-21 of the constitution which talks about the right to life has been interpreted by the Supreme Court and it includes itself the right to livelihood which aims at the social security for earning better means of livelihood. It is said that India is a Socialist country so the main objective of socialism is to eliminate inequality of income and status to provide a decent standard of living to the working class.

Apart from the fundamental rights, the Directive Principles of the State Policy which is part-IV of the constitution thus impose obligation on the state to promote welfare of the people by securing and promoting a social order in which social, economic and political justice is ensured to every citizen (Article-39).

Abolition of forced label and trafficking in human being is incorporated under Article-23 of the constitution, in furtherance of which legislative protection is given under the abolition of Forced Labour Act and the prohibition of trafficking in human beings. India has also ratified the ILO Convention No. (29) Relating to forced
labour and convention No.105 relating to abolition of forced labour in the year 1954 and 2000 respectively.

The childhood of children is **prohibited** from **its abuse** by prohibiting employment of children in factories and other hazardous industries by virtue of **Article-24** of the constitution of India.

**Article 41:** The State will make viable arrangement for verifying the directly to work, instruction and open help with instances of joblessness, maturity, disorder and disablement and in different instances of undeserved need remaining with in its points of confinement of monetary limit and improvement.

**Article 42:** The State will make arrangement for giving just and empathetic conditions to fill in just as for maternity alleviation.

**Article 43:** The State will attempt to verify, by appropriate enactment or financial association for all labourers in any fields whether, farming, modern or something else, work, a living compensation, states of work guaranteeing a not too bad way of life recreation just as social and social chances and, specifically, the State will likewise embrace to advance cabin businesses on all individual agreeable premise in provincial regions.

The need for work welfare in all segments is obviously articulated in the Directive Principles of State Policy. In their work-life, workers have to work so long in non-congenial working environment. The modest manufacturing plant work will in general negatively affect them even after they quit until tomorrow. They are likewise a long way from their town network. As most of the labour are migrants from country side, finding themselves to be in uncongenial environment, they get into the voices
like, alcoholism, betting and start running themselves. Increment in the rate of work truancy in Indian ventures demonstrates the absence of responsibility with respect to labourers, for they need to escape from their condition, at whatever point conceivable. This non-appearance can be decreased by the arrangement of good lodging of wellbeing and family care, of flasks where solid, adjusted eating regimen is made accessible in harmonious environment.

Great instructive and preparing offices for labourers are additionally extremely fundamental in India enterprises due to the high rate of illiteracy poverty among the labour call for supportive institutional mechanism to lay instructive foundation among them, so that, the labour would not fall pray to bad vices. Sports, diversions like recreational facilities for the labour would go a long way in ensuring the well-being and improvement of labour. This will result in building up positive confidence towards the management and believe them for the impact of work fatigue.

In these ways, work welfare has a huge and dynamic task to carry out in the mechanical economy, explicitly in creating nations where, incomprehensibly, inadequate financial conditions exist regardless of the tremendous projects of modern advancement embraced planned. The arrangement well-suited work welfare intended to address the issues of transient labourers help them to be versatile in their new working and living condition. A legitimate association and execution of welfare offices assumes a noteworthy job in advancing better working and expectations for everyday comforts for modern specialists and furthermore expanding their efficiency, particularly in creating nations.
Service of Welfare

Statutory welfare provisions can be classified into two categories, namely,

1. The welfare measures which must be mandatorily provided, irrespective of the numbers of workers, such as washing facilities, drying of garments, drinking water, lavatories and urinals etc.,

2. The welfare measures which are number specific, i.e., depending upon the number of workers of a specific categories, such as crèches, rest shelter, homes.

The welfare activities which are provided by the employee to the workers outside the work place are called non-statutory welfare measures, such as entertainment, medical facilities, transportation facilities.

Statutory Welfare Facilities: Statutory welfare is composed of those areas of work which depend for their implementation on the coercive power of Government.

Statutory welfare facilities otherwise known as intra mural welfare activities. These refers to the provision of washing, condition for getting cool and pure drinking water, conservation facilities, first-aid appliances, crèche etc., Brief description of statutory facilities are discussed below:

Washing Facilities

The Mines Act, 1952 requires that every mining centre must provide adequate, clean and convenient accessible of washing facilities to its employees. Washing and washing offices are currently given by each business where Coal Mines Act, 1952 is pertinent regardless of the quantity of specialists utilized in that. Indeed, even the Labour Investigation Committee clarified the significance for a coal excavator to
wash himself by the day's end work. Thus, unique courses of action are to be made for the arrangement of washing or washing offices in coal mines. As a major aspect of statutory necessities, each mining organization is giving this office to its representatives, which plainly demonstrates that there is dependably an opportunity to get better.

**Drinking water Amenities**

Provision drinking water facilities comes under statutory welfare measures. The employer has to provide mandatorily, effective and adequate drinking water facilities at work place as per the stipulations provided under the Coal Mines Act 1952. According to the measures set down under the Coal Mines Act 1952 and besides be maintained altogether. Be that as it may, on account of individuals utilized subterranean, the central investigator of mines may, in lieu of drinking water being given and kept up at appropriate focuses license some other powerful plan for the supply of drinking water⁷. Contemporary, practically all the coal mining organizations have made agreeable courses of action.

**Conservancy Amenities**

All the coal mining organizations according to the mine’s demonstration need to give adequate numbers of toilets and urinal focuses arranged at helpful spots and they ought to be available to people utilized in the mines consistently. Notice should be made here that where individuals of the two sexual introductions are used, there will be appeared each can a murmur board in the commonplace language for folks and females and each sign board ought to exhibit the figure of a man or woman, everything considered. Where channelled water supply isn’t accessible, an adequate

---

number of taps, helpfully available will be given in or close to every restroom. In the absence of non-accessibility of funnelled water supply, adequate water supply facilities such be provided at appropriate places at lavatories, restrooms and urinals focus should be sufficiently lit. They should be kept in clean condition. Further, the provision of the Coal Mines (Pit Head) Shower Rules 1946, should be strictly followed. The administrations likewise need to guarantee that the chaperons ought to be on obligation amid every single working hour. Sufficient water, lighting and waste game plans ought to be given in the restrooms.

First-Aid Apparatuses

According to the Mines Act, 1952 the arrangement of first aid boxes is an unquestionable requirement for each mining organizations. This is an arrangement, which isn’t commonly considered important despite the fact that the utility of it can scarcely the limited or thought about pointless. Nonetheless, the work welfare advisory group suggested that this arrangement ought to be upheld entirely and adequate number of faculty is prepared in all foundations in discussion and participation with the particular specialists and worker’s organizations. According to the Mines Act, 1952 each mine ought to give and keep up first aid boxes or cabinets with recommended substance. The quantity of such boxes must be at the very least one for each 150 diggers and they ought to be held under the charge of a mindful individual who holds an authentication in medical aid treatment perceived by the state government. In the event that at least 500 specialists are utilized, a rescue vehicle room will be kept up under the charge of qualified therapeutic expert helped by qualified staff.

---

Rest Housing amenities

The arrangement of rest housing amenities is the duty of manager and it is additionally a statutory commitment with respect to workers. The arrangements of this office empowers an individual to take a seat at times with no break in his work and, consequently adds to his solaces and productivity. Rest rooms are given with the goal that specialists may unwind amid the breaks for rest and supper.

Canteen Amenities

In India, it is a statutory commitment to give the office of flask where at least 250 specialists are utilized. The Mines Act, 1952 necessitates that every one of the mines in which the quantity of labours is at least 250 ought to give bottle offices. The demonstration further includes that a gathering of mines may have a typical bottle. Further, in each flask, the administration needs to give adequate furnishings, utensils and other hardware for its productive task. Other than the above mentioned, satisfactory water ought to be accommodated cleaning the utensils and hardware. Most importantly, the nourishment, drink and different things served in the flask ought to be sold on a non-benefit premise and the costs charged will be liable to the container overseeing panel.

Crèches

The arrangement of a crèche is a welfare action, and it is accommodated the advantage of the offspring of ladies’ representatives. In any association, there will be a few ladies’ representatives who have kids beneath six years old. Since the youngsters are delicate, they go about as obstacle to crafted by these ladies’ workers.

---

The government of India has enacted Mines Act 1952, for the protection of safety and wellbeing of the women workers in mines. The Act mandates that in every mining company, where at least 30 women workers are engaged provision should be made for crèches. The crèches shall be well maintained with all necessary amenities like washing, dressing nourishing, play etc.,

In 1959, the Government of India selected an examination group to look at the whole scope of work welfare exercises and to make suggestions for their incorporation in the Third Five Year Plan. This group participated the whole scope of work welfare exercise into three gatherings viz.,

a) Welfare within the establishment
b) Welfare outside the establishment
c) Social security

Non-Statutory Welfare Facilities

There are also known as extramural welfare activities which include services and amenities outside the factory. For the most part non-statutory welfare amenities can be ordered into four classes, for example, therapeutic, instructive, recreational and different civilities of which identify with the general prosperity of labours.

Medical Amenities

Medical amenities are one of the most significant part of the non-statutory welfare facilities. Infact the Royal Commission on Labour in 1931 and the labour Investigation Committee 1946 have strongly recommended for the providing of the medical facilities at the work place. It is needless to state that the health and wellbeing of the workers is the paramount condition for regular, uninterrupted and
effective production in the industry. The need for medical amenities are still more important in the case of coal mine companies, as the workmen in coal mines are exposed to more services professional health hazards.

**Educational Amenities**

Instruction, regardless of whether for the resident or the mechanical labour is of equivalent significance because of the proficient specialist is normally increasingly open. In the prior days, however the legislature and managers and labours know about the significance of creating grown-up instruction among specialists, there has been no supported exertion. In any case, with the proposals of different councils and offices, the administration and the businesses began offering significance to labours training. At present, instructive offices for specialists' youngsters are normally accessible in modern townships as schools, universities given by the state or by intrigued bosses likewise provide transport facilities.

The arrangement of educational amenities by the management will go along way in developing good human and industrial relations in the organizations. The Royal Commission on Labour 1931 and the National Commission on Labour 1966\(^\text{10}\), have laid much emphasis on the need for providing educational amenities to the children of workmen. Despite the fact that arrangement of instructive officers for labour’s kids isn’t statutory official on mining foundations, a sizeable number of bosses in mining foundations have given instructive officers to specialist’s kids in changing degrees in their townships or representative settlements. Basically all, open fragment tries have developed primary schools, higher helper schools and even colleges in their townships. If there should arise an occurrence of coal mining

\(^{10}\) Report of the National Commission on Labour, 2002.
foundations, practically all the administration claimed mines are giving instructive offices to the offspring of workers.

**Recreational Amenities**

A solid body and sound personality are firmly associated and thus recreational offices are imperative. Other than diminishing strain, these offices give unwinding, and support improvement of gathering feeling. Amusement makes workers mentally cheerful as it gives them an open door for self-articulation and unwinding. The recreational facilities provided by the industrial establishments include games clubs, cultural clubs etc.,

**Consumer’s Cooperative Stores and Fair Price Shops**

The system of providing ration to the industrial workers at subsidised prices, has come in to existence during the second world war. This practice also been adopted by the Government of India where in, ration material was used in to be provided to the workers through consumer cooperative stores and fair price shops.

**Cooperative Credit Societies**

Establishment of cooperative credit societies is yet another important non-statutory welfare measures, which became quit popular in the industrial sector of India. These societies have encouraged the poor and marginal workers to save money. According to their means per securing their future most importantly, during the time when they retire from their work. These cooperative credit societies provide loan facilities to the labour at lowest possible rates of interest.
Further, the board of trustees suggested that extreme limitations ought to be loose so as to urge individuals to put any measure of cash in these social orders to expand their capital base\textsuperscript{11}.

**Family Planning**

The on controlled way of increasing population threatened the economic growth of Indian society. In order to controlling the population of India, government adopted various policies like family planning policy. It considered as the fundamental piece of advancement. The spreading of the significance of family arranging among the enterprises specialists considered as real answer for take care of the monetary and medical issues. Aside from this will assist them with increasing their way of life of the specialists and it help them to make monetarily free and physically great\textsuperscript{12}.

**Ex-Gratia**

Non-statutory welfare workplaces provided for the masters spread a wide extent of favourable circumstances. One of these solaces is in the possibility of ex-gratia portions predominantly known as Distress Relief and Cash Benefits. The coal mines welfare affiliation has two gets ready for giving hopelessness easing. These are coal diggers’ destructive and authentic disaster advantage plan and plan of portion of subsistence settlement under short lived disablement. Coal mining affiliations pay ex-gratia to their labourers as indicated by the present standards and headings.

**Social Security**

Government managed savings is the assurance given by society to its individuals against possibilities of present day life, for example, disorder, joblessness,

\textsuperscript{11} Ibid.

maturity, deficiency, modern mishaps and so on., the essential motivation behind standardized savings is to shield individuals of little methods from dangers which impede an individual's capacity to help himself and his family. The social security measures are generally specified by law.

Social security is a dynamic concept and it has different shapes in different countries. The philosophy of social security is the goal of all social welfare activities. Implemented in various countries following different ideologies and economic policies. Broadly speaking, the term social security indicates the state programmes designed to fulfil the basic needs of the labour and future of his family. The social security covers programmes of protecting the labour during their old age. It includes insurance, health and maternity insurance, unemployment insurance.

Based on the above discussion relating to the contents of social security could be characterised as follows:

1. It is a provision of for cash and also medical relief provided to certain specified persons under specified conditions.
2. The benefits are paid as of rights.
3. Social security benefits is provide by way of relief only.
4. In any social security programme the state play’s important role infact the state participation in providing social security is imperative. The state discharges its role in two way’s (1) by enacting appropriate legislation (2) by administrative supervision in implementing the social security programmes people from the overall population who are introduced to explicit risks.
Thus may be summed up that the measure of social security is differ from one nation to another nation. At the same time social security have same feature. (i) Social security enforced by law.; (ii) They give some type of money instalment to people to supplant something like a piece of the lost pay that happens because of such possibilities as joblessness, maternity, work damage, invalidism, affliction, maturity and passing; (iii) The advantages or administrations are given in three noteworthy ways, for example, social protection, social help and open administration. The different standardized savings benefits typically gave have been laid out hereunder.

**Coal Mines Provident Fund**

The Coal Mines Provident Fund Organization is a self-decision body under the Ministry of Coal, Government of India. It was set up in 1948 through an Act of parliament to direct extraordinary plans of provident reserve, benefits and store connected protection for coal excavators. These designs are overseen through the Board of Trustees including (21) people addressing Union of India, State Government, Employers and Employees specialists under the chairmanship of Secretary (coal), Government of India. The Commissioner is the CEO and ex-office individual from the Board. The association gives administrations to more than 5 lakh individuals and in excess of 2 lakh retired people. The focal station of the CMPFO is at Dhanbad in Bihar and its 23 commonplace working environments are spread all over India. It is in charge of managing the coal mines provident reserve conspire 1948; coal mines annuity plot 1998 and coal mines store connected protection plot 1976. These three designs are constrained by a tripartite driving gathering of trustees, including Government specialists, organizations agents and labourers delegates.

---

The Coal Mine Provident Fund Act covers the majority of the operators in mines paying little regard to the quantum of wages and pay rates drawn by them. The statutory rate of obligation regarding delegates is fixed at 12 percent of wages, while the association likewise makes an arranging obligation\textsuperscript{14}. Agents can draw credits from their provident store address the buy of staying objectives or for meeting the illuminating or marriage needs of their kids.

**Gratuity**

Gratuity is a retirement advantage payable to specialists with long and perfect association by the business as shown by the **Payment of Gratuity Act, 1972**. So to speak, tip is a reward for long and praiseworthy organization. Every agent, autonomous of his remuneration is fit the bill for get tip if he/she has rendered organization for quite a while or more. Gratuity is payable at the time of end of association by morals of retirement, abdication, end or disablement by virtue of mishap or turmoil.

It is to be seen that the condition of 5 years of organization isn't relevant if the finish of organization is a direct result of death or immutable disablement. Gratuity is payable to the divinely selected individual and if there is no applicant, it is payable to the legitimate recipients. Gratuity is generally paid at the **rate of 15 days** wages for each period of finished association\textsuperscript{15}. The most outrageous tip payable movements from association to association.

**Coal Mines Pension Scheme**

One of the interests for a Government work is the course of action for position. This ensures a conventional pay after retirement and gives a supposition of

\textsuperscript{14} http://cmpfo.gov.in/CMPSS.html

security among the Labourers. The crucial point of view in an annuity plot is that an
agent with a base time of organization winds up met all requirements for a particular
dimension of pay as advantages after his/her retirement from organization. He gets it
routinely reliably as if he were in organization. Here again the rate of advantages is
liable to the season of organization. As indicated by Coal Mines Pension Scheme, a
specialist in the wake of completing of 30 years of pensionable organization and on
accomplishing the time of superannuation will be met all requirements to get month to
month benefits at the rate of 25 percent of the typical instalments or possibly Rs.350
from the going with date of superannuation till the date of his passing. Further, where
an agent has not completed 30 years but instead has completed 10 years of
pensionable organization on achieving the season of superannuation, the annuity will
be settled with respect to the going with formula, for instance, Length of pensionable
organization X 25 percent of the ordinary settlements. Generally, Mining
Companies pay unmistakable sorts of annuities, for instance, disablement benefits,
month to month widow or single man advantages and adolescents’ annuity. In the
event that there ought to be an event of disablement annuity, if a labourer in the wake
of rendering 10 years of pensionable organization ends up being always injured or
hindered, he will be fit the bill for disablement benefits at the rate of 25 percent of the
ordinary settlements or possibly Rs.350. In the event that there ought to emerge an
event of widow/single man annuity, the legally hitched companion/spouse is met all
requirements for a widow or single man benefits. It is to be seen that if a labourer has
two companions at the period of his passing, the continuing widows are fit the bill for
comparable offer in the proportion of widow annuity. Youngsters benefits is payable
to two of the most prepared children or unmarried young women till they achieve the

16 http://cmpfo.Gov.in/CMPSS.Html
age of 25 years or due to unmarried young woman till the date of her marriage, whichever is prior.

**Workmen’s Compensation**

Agents who work in associations are slanted to setbacks due to which they bear a lot for the duration of regular day to day existence. Consequently, they ought to be reimbursed honestly. The Government of India initiated Workmen Compensation Act, 1923. As indicated by the Act, chiefs have a promise to pay compensation to workers for each and every individual harm caused to them by disasters developing out of and over the range of their work, which handicap them for more than 3 days achieving lost picking up point of confinement. The Act perceives 3 sorts of wounds to be explicit interminable fragmented disablement, unchanging hard and fast disablement and ephemeral disablement. The key distinction between persevering divided disablement and consistent all out disablement is that the past outcomes in under 100 percent loss of winning limit while the last outcomes in 100 percent or more loss of getting limit. Short lived disablement on the other hand is one, which makes a specialist by chance unequipped for making the vital strides, which he was doing going before the harm. The compensation if there ought to be an event of death ranges from **Rs.1 lakh** to **Rs.5 lakhs** and it shifts from relationship to affiliation. It is to be seen that the portion of pay is definitively the obligation of the matter of the establishment concerned.

**Maternity Benefit**

The maternity services providing all companies to the women who are working in a organization on the basis of rules, regulations and agreements in the

---

Maternity Benefits Act 1961. Those employees covering under ESI Act 1948\(^{18}\) are not applicable to this Act. According to the Act, ladies delegates are met all prerequisites for maternity leave for a time of 12 weeks subject to the condition that they have really worked for a time of 160 days in a year speedily going before the day of her standard development. The Act also suits a month and a half leave if there ought to emerge an event of helpful end of pregnancy and two weeks leave if there ought to emerge an event of tubectomy movement and a most extraordinary one month leave in case of affliction developing out of restorative end of pregnancy or tubectomy. In the midst of this period, associations pay full wages to women agents.

As of late the focal government expanded maternity leave from 12 weeks or 84 days to 180 days or a half year\(^{19}\). It is to be noticed that the present **NDA Govt.** has amended (the MB Act, 2017) to provide (26) weeks as benefit to women employees. It has been discovered that the enactment has prompted a propensity among a few bosses not to utilize wedded ladies and release them on indications of pregnancy.

**Insurance Benefits**

The employees in the industrial organization are facing various threats within and outside of the organization. It considered as occupation threats are common in everywhere and it’s faced by everyone. The entire equivalent, they are slanted to setbacks outside. As a result of these issues organizations are giving social securities to the workers by taking diverse strategies like life coverage, family advantage protection, inadvertent advantage protection and so on. Automatically these insurance policies will help to the employ’s family economically. For example, group insurance is providing full coverage to the all employees under one employer. Likewise, family

\(^{18}\) Ibid.

insurance is giving benefits to all family members of the employ. Further, accidental\textsuperscript{20} security procedures protect the specialists out when they meet with incidents. The humble insurance procedure, low payment, and simple administration are the attraction of these insurances.

\textbf{The Unorganised Workers’ Social Security Act, 2008}\textsuperscript{21}

The problem of unorganized workers has long been felt and it was recommended by various commissions and inquiry committees to take necessary step to provide legislative and administrative support to this ignored / neglected class of workers, who in their humble capacity and nature of job have been exposed to various insecurities and appalling working conditions. \textit{The National Commission on Labour, 1969 has pointed out that} the first difficulty in the process of any ameliorating enactment, is the fact that such workers cannot be identified by a definition, but could be described as those who have not been able to organize themselves because of several constraints such as casual nature of their employment, ignorance and illiteracy, small size of the establishment with low investment, scattered nature of their place of work, and above all the superior and dominating strength of their employers.

Such organized workers are usually employed in small scale industries like \textit{handloom, beedi & cigar, shops} and \textit{establishments, sweepers, hammals, scavengers}, workers in \textit{tanneries}, tribal workers and a large number of workers engaged in \textit{itinary} business. Whatever the recommendations made by the NCL are more in the nature of points pronouncement rather than concrete and definite suggestions.

\textsuperscript{20} Ibid.
\textsuperscript{21} Received the assent of the President on December 30, 2008 and Publication in the Gazette of India Extraordinary No.42, part-II, Sec-1, Dated 31.12.2008.
The Second National Commission on Labour, 2002 has vehemently pointed out that there is a total lack of job security and social security protection to the workers employed in unorganized sector. The existing labour laws, although might be applied to such worker, but they do not after proper protection and welfare. Therefore, the second NCL suggested for an umbrella legislation which is imperative to protect the rights and welfare of the workers in the unorganized sector.

The Central Government has observed that 94% of the total employment in the country consists of unorganized sector. In this manner, there is an immense shortage in the inclusion of the chaotic area by a portion of the current welfare plans. Therefore, for the social security and welfare of workers in the unorganized sector such as agriculture workers, construction workers, beedi workers, handloom worker and leather workers etc., there is a need for separate social security legislation for the protection. Hence, the central government enacted the unorganized workers Social Security Act, 2008, which came into effect from 16.05.2009. So, welfare of labour considered as very essential due to the environment of industrial system.

On the basis of level of country’s development the approaches will differ from one nation to another one. The scope of labour welfare, however, cannot be inadequate amenities, inside or proximate responsibility nor would it be able to be so far reaching in order to get a handle overall game plan of social success or social organizations. It diagrams, thusly, that all additional painting and intra-wall painting welfare practices as system and non-technique welfare measures grasped by the directors administration, trade association or conscious associations drop with the extent of work welfare.